



ACQUISITION WORKFORCE PERSONNEL DEMONSTRATION PROJECT

26 JUNE 1998

BRIEFING FOR MAJOR GENERAL WILLIAMS



OUTLINE

- PURPOSE
- BACKGROUND
- PRE-DEMO SURVEYS (CHINA LAKE/AF/NIST)
- FINDINGS
 - TOTAL RESPONSES
 - CIV, MIL, E/W, SUPV, Q21, 22, 23
 - COMMENTS
- RECOMMENDATIONS



PURPOSE

- TO PROVIDE DEMO SURVEY RESULTS
- TO PROVIDE RECOMMENDATIONS REGARDING
COMMAND PARTICIPATION

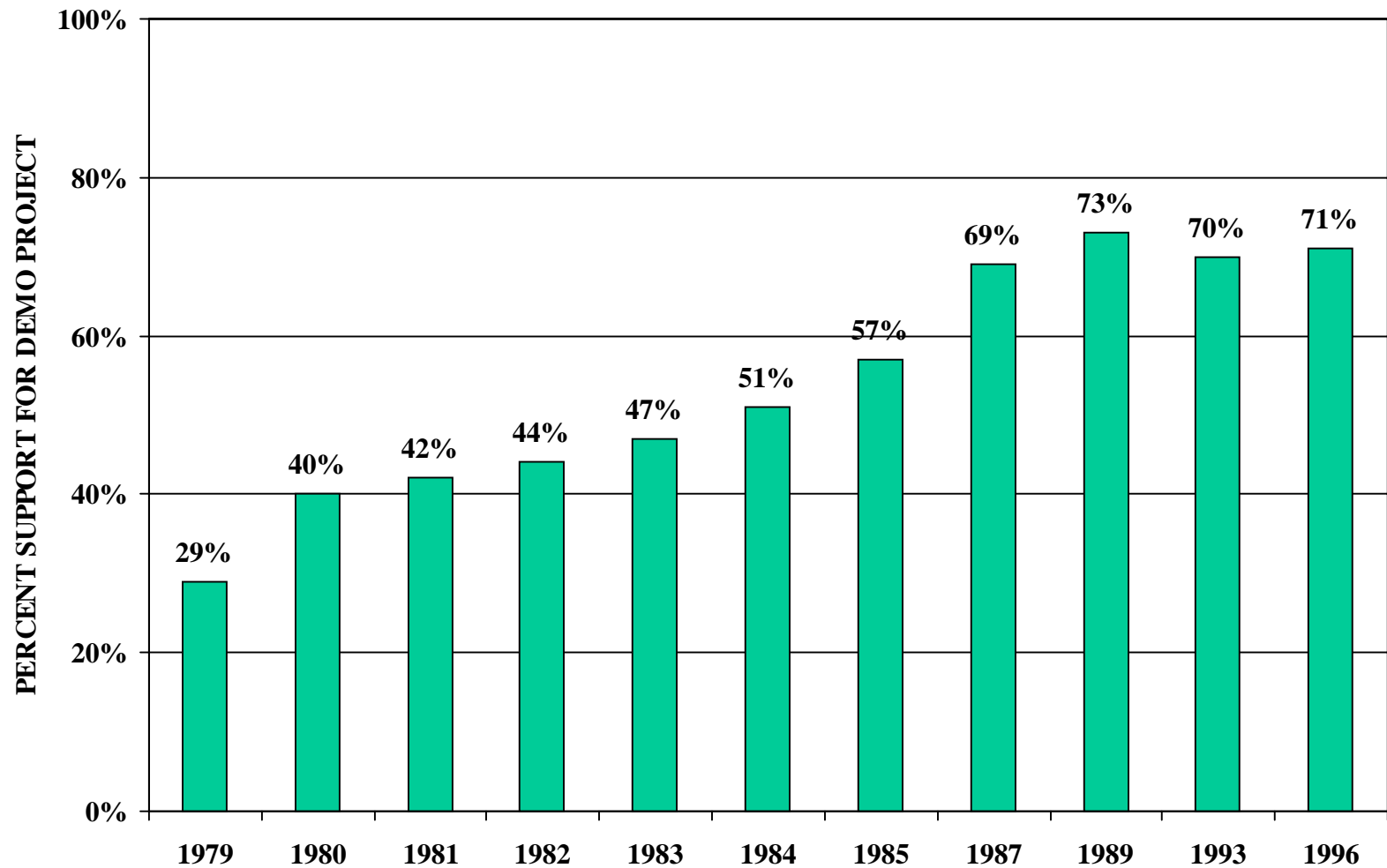


BACKGROUND

- REACHING THE SURVEY POINT:
 - INFORMATION CAMPAIGN
 - DoD ROAD SHOW
 - ALL HANDS
 - NEWSLETTERS/SPECTRUM ARTICLES
 - WEB SITE/LOTUS NOTES
 - CD ROM SLIDE SHOW
 - FEDERAL REGISTER
 - SUPERVISORY/WORKFORCE BRIEFINGS



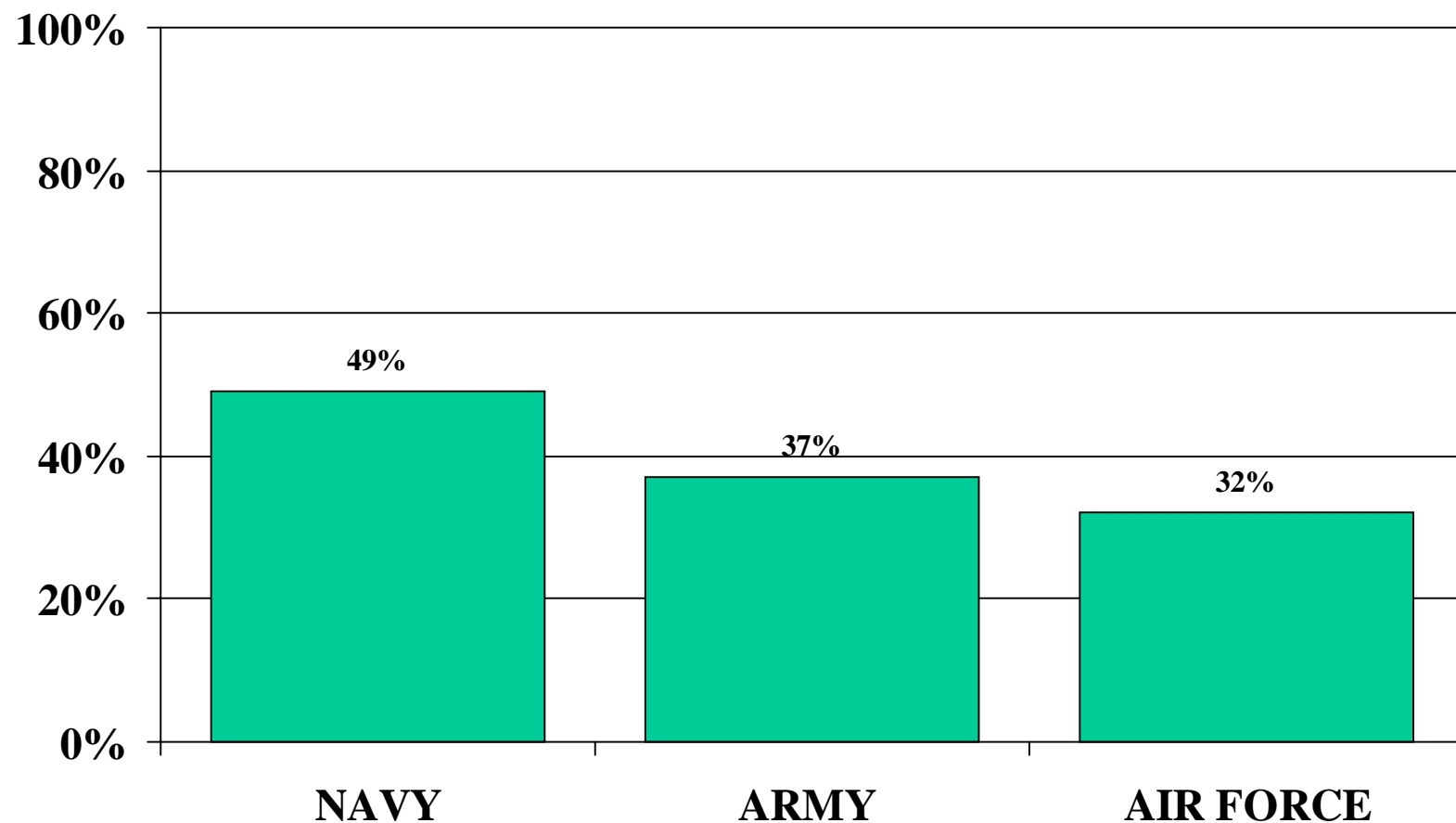
SUPPORT FOR ORIGINAL NAVY DEMONSTRATION PROJECT: 1979 - 1996 (CHINA LAKE AND SAN DIEGO)





S&T REINVENTION LABS: PERSONNEL DEMO BASELINE

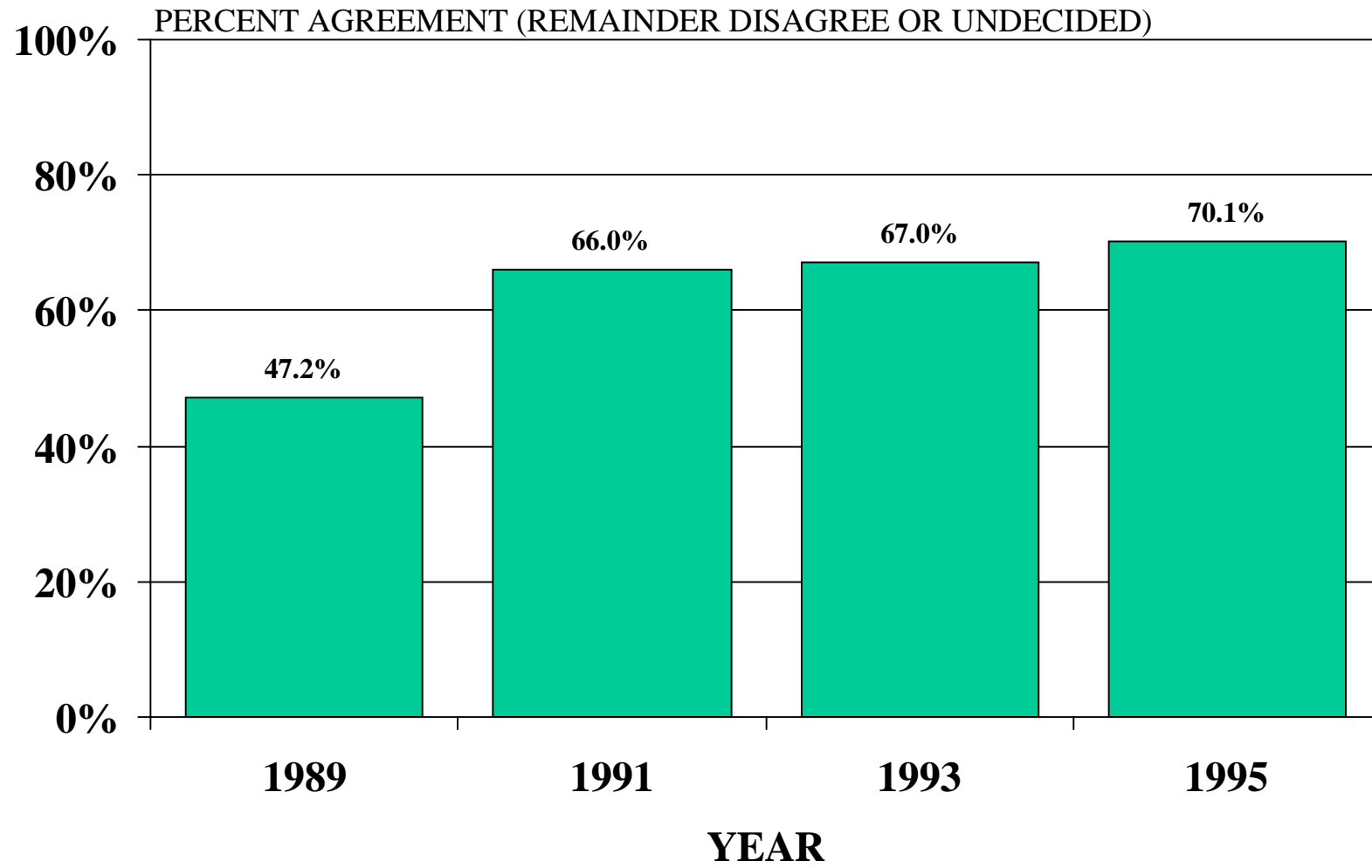
ARE YOU IN FAVOR OF THE DEMONSTRATION PROJECT?





ATTITUDE TOWARD NIST DEMONSTRATION PROJECT

I AM IN FAVOR OF THE DEMONSTRATION PROJECT





FINDINGS

- TOTAL RESPONSES
 - EAST (219)
 - WEST (102)

321



FINDINGS

- CIVILIAN RESPONSES: 301 (47%)
 - EAST: 204 (50%)
 - 406 CIVILIANS (O/B)
 - WEST: 97 (42%)
 - 233 CIVILIANS (O/B)
- MILITARY RESPONSES: 20
 - EAST: 14
 - WEST: 6
- SUPERVISOR (CIV) RESPONSES: 93
 - EAST: 58
 - WEST: 35

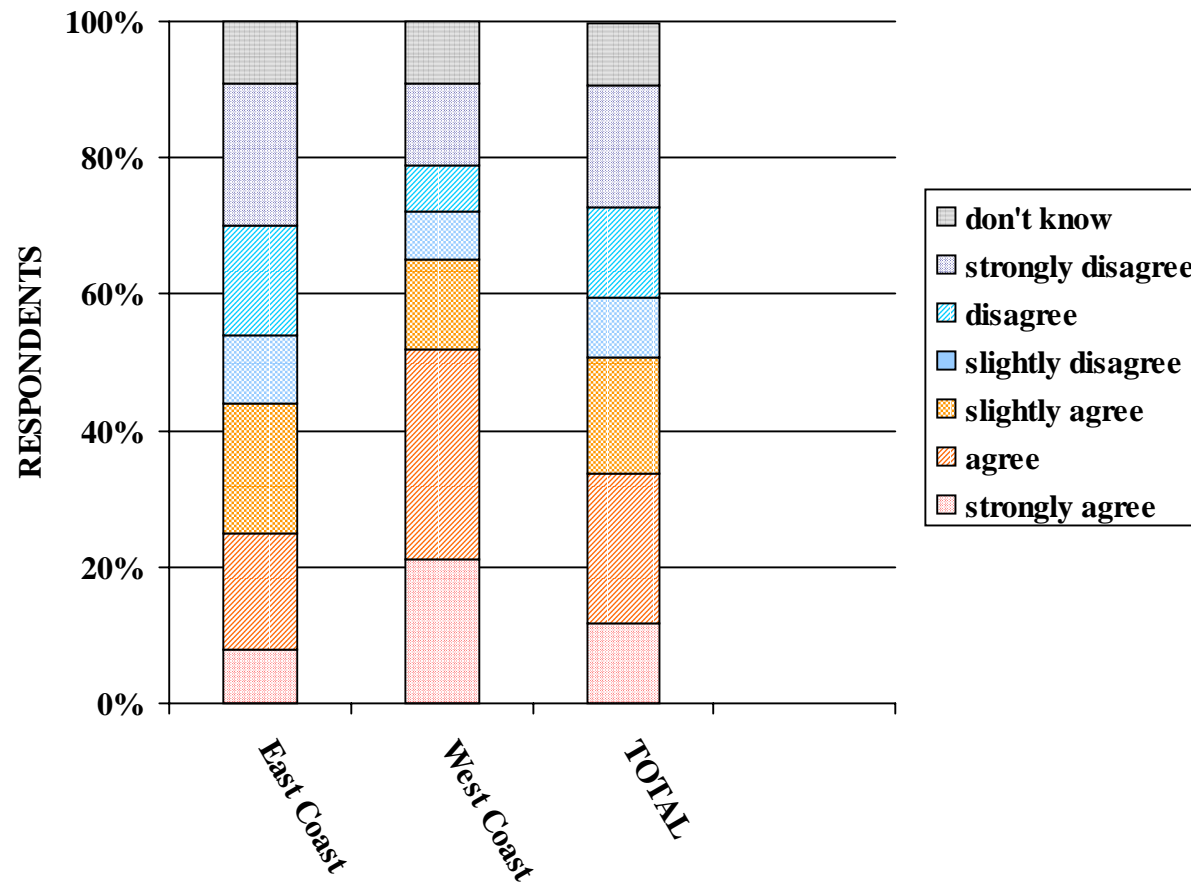


FINDINGS (CONTINUED)

- Q21 - IMPLEMENTATION OF THE PROPOSED CPDP WOULD BENEFIT ME
 - **TOTAL**
 - **AGREE: 51%**
 - **DISAGREE: 40%**
 - **DON'T KNOW: 9%**
 - EAST:
 - AGREE: 44%
 - DISAGREE: 47%
 - DON'T KNOW: 9%
 - WEST:
 - AGREE: 65%
 - DISAGREE: 26%
 - DON'T KNOW: 9%
 - SUPV EAST:
 - AGREE: 60%
 - DISAGREE: 32%
 - DON'T KNOW: 8%
 - SUPV WEST:
 - AGREE: 64%
 - DISAGREE: 36%
 - DON'T KNOW: 0%



QUESTION 21



QUESTION #21: IMPLEMENTATION OF THE PROPOSED CPDP WOULD BENEFIT ME.

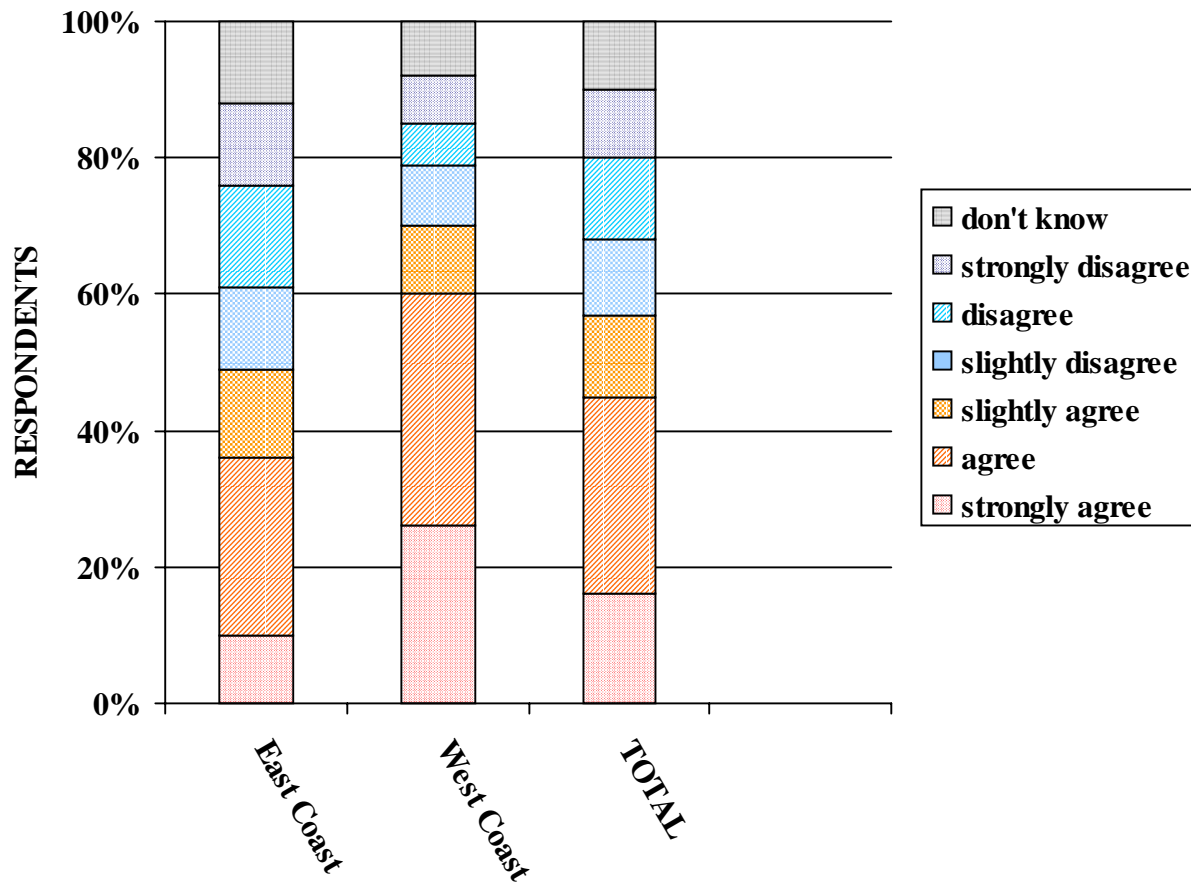


FINDINGS (CONTINUED)

- Q22 - IMPLEMENTATION OF THE PROPOSED CPDP WOULD BENEFIT THE COMMAND.
 - **TOTAL**
 - **AGREE: 57%**
 - **DISAGREE: 33%**
 - **DON'T KNOW: 10%**
 - **EAST:**
 - AGREE: 49%
 - DISAGREE: 39%
 - DON'T KNOW: 12%
 - **WEST:**
 - AGREE: 70%
 - DISAGREE: 22%
 - DON'T KNOW: 8%
 - **SUPV EAST:**
 - AGREE: 72%
 - DISAGREE: 17%
 - DON'T KNOW: 11%
 - **SUPV WEST:**
 - AGREE: 74%
 - DISAGREE: 23%
 - DON'T KNOW: 3%



QUESTION 22



QUESTION #22: IMPLEMENTATION OF THE PROPOSED CPDP WOULD BENEFIT THE COMMAND.

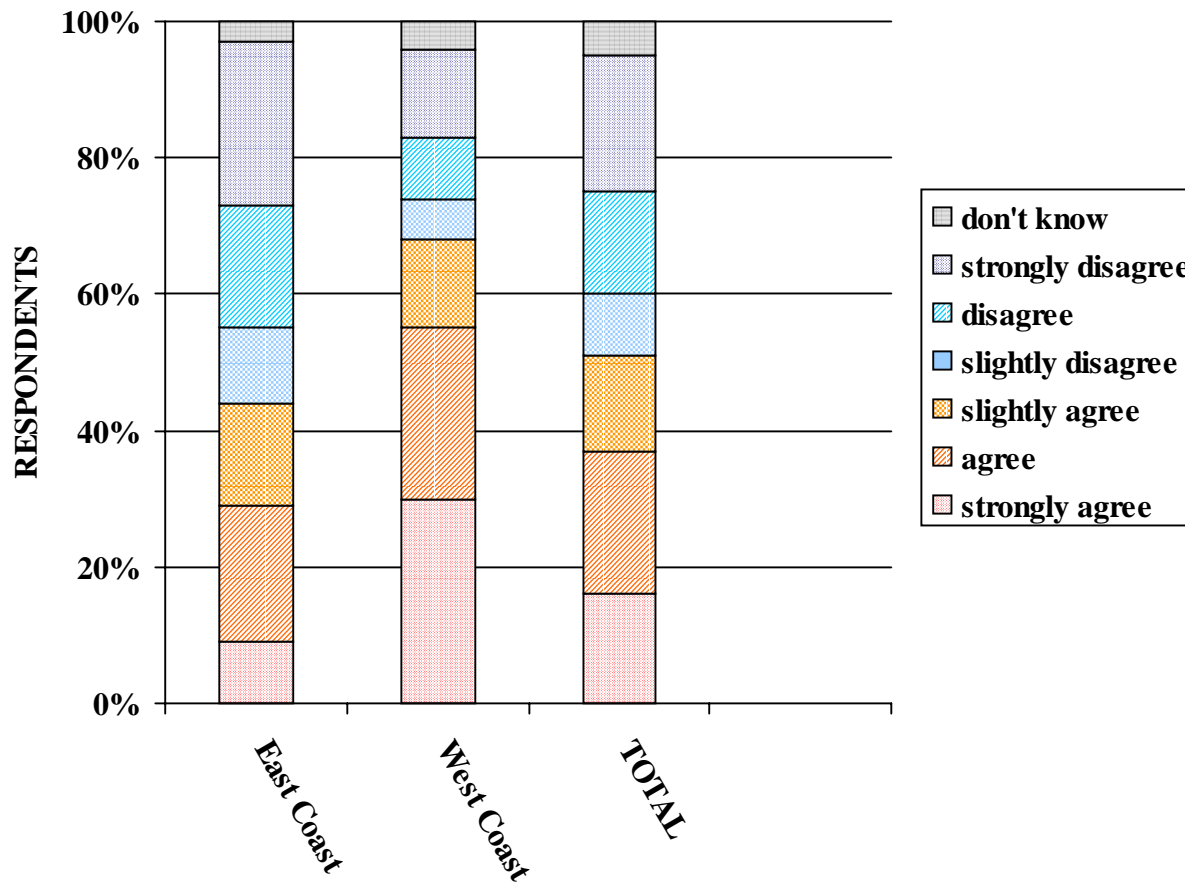


FINDINGS (CONTINUED)

- Q23 - I THINK THE COMMAND SHOULD PARTICIPATE IN THE CPDP.
 - **TOTAL**
 - **AGREE: 51%**
 - **DISAGREE: 44%**
 - **DON'T KNOW: 5%**
 - **EAST:**
 - AGREE: 44%
 - DISAGREE 53%
 - DON'T KNOW: 3%
 - **WEST:**
 - AGREE: 68%
 - DISAGREE 28%
 - DON'T KNOW: 4%
 - **SUPV EAST:**
 - AGREE: 69%
 - DISAGREE: 27%
 - DON'T KNOW: 4%
 - **SUPV WEST:**
 - AGREE: 65%
 - DISAGREE 32%
 - DON'T KNOW: 3%



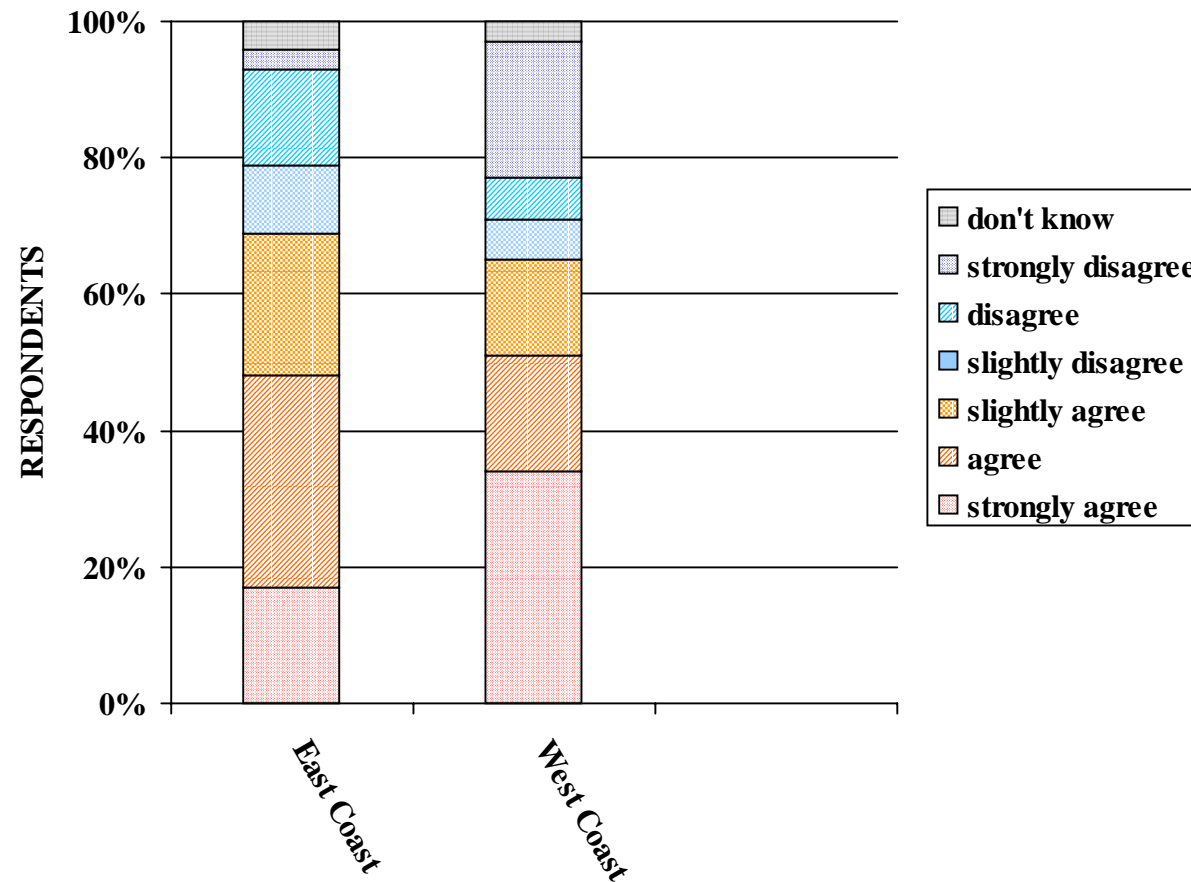
QUESTION 23



QUESTION #23: I THINK THE COMMAND SHOULD PARTICIPATE IN THE CPDP.



QUESTION 23 - SUPERVISOR RESPONSES



QUESTION #23: I THINK THE COMMAND SHOULD PARTICIPATE IN THE CPDP.



EMPLOYEE FOCUSED QUESTIONS

(QUESTIONS 6, 11A, & 11B)

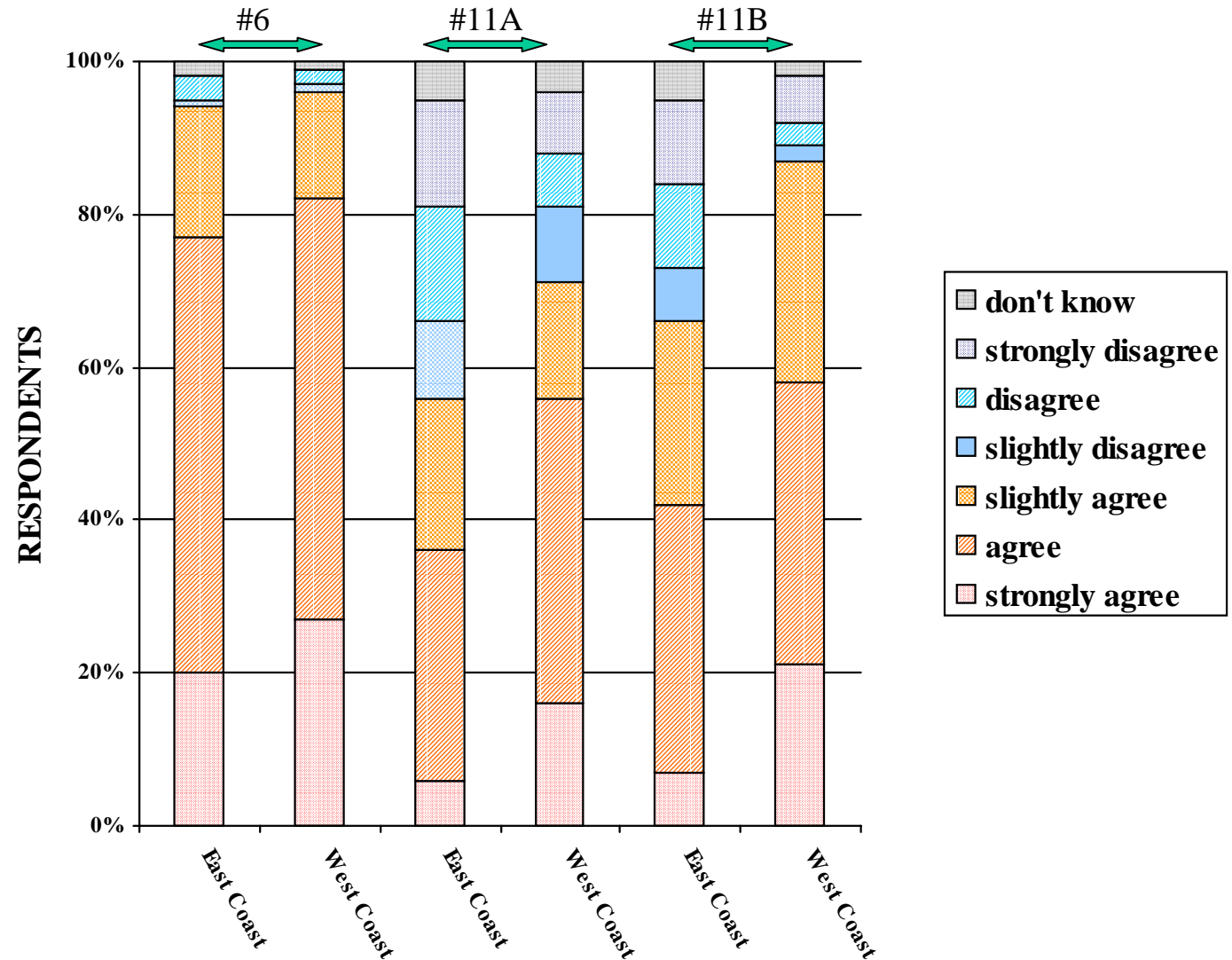
Question #6:

My knowledge of the proposed CPDP has increased since the baseline survey in November 1997.

Question #11:

Contribution-based compensation and appraisal system (CCAS) will provide the ability to appraise and compensate all employees with:

- a. Fairness
- b. Flexibility





MANAGEMENT FOCUSED QUESTIONS

(QUESTIONS 25, 26, 31, & 35)

Question #25:

Hiring of new employees will be:
simplified; accelerated.

Question #26

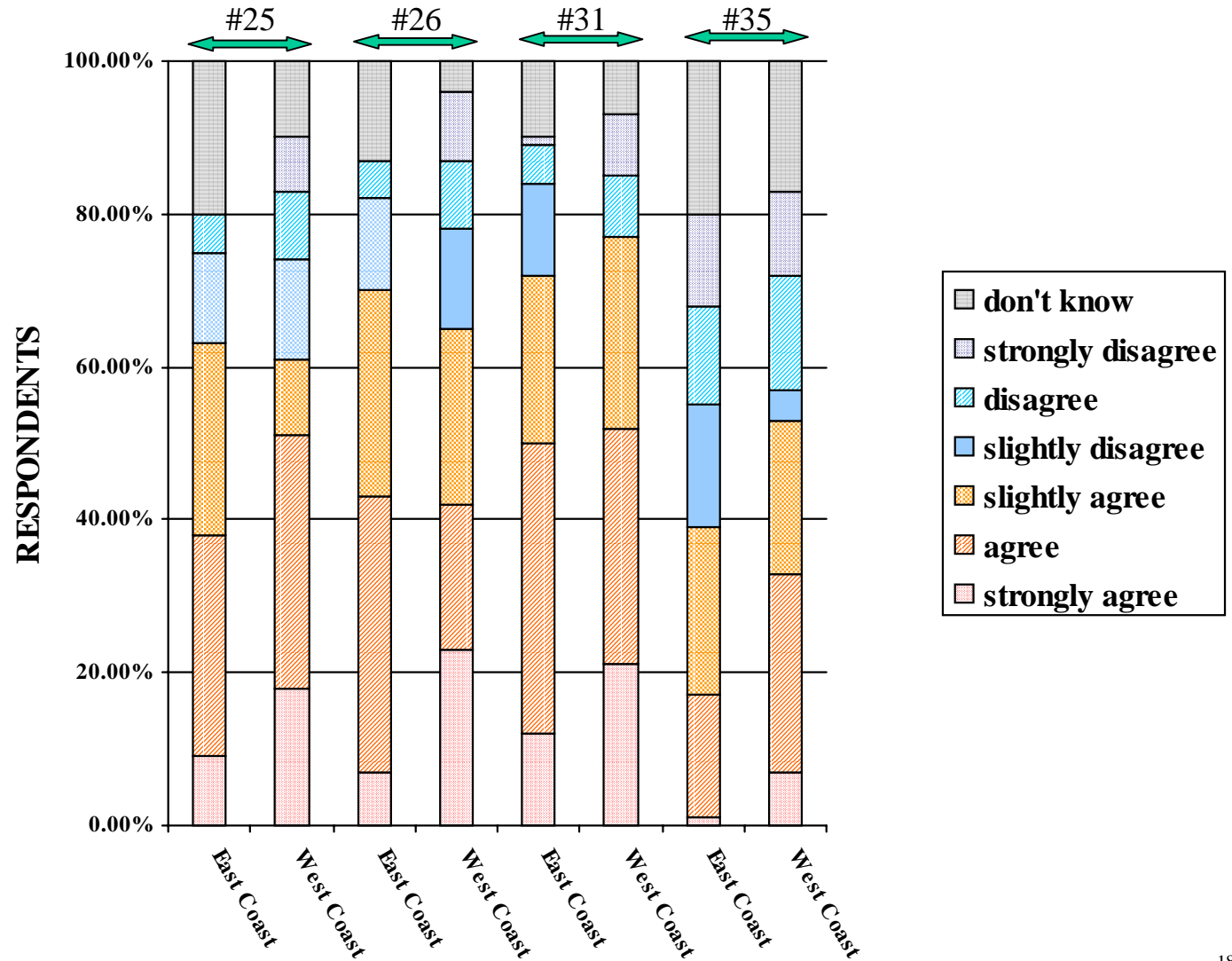
Work force structuring for each
organization can be better
managed.

Question #31:

Retention of high contributors
will be increased.

Question #35:

Personnel management work load
and paper work will be reduced.





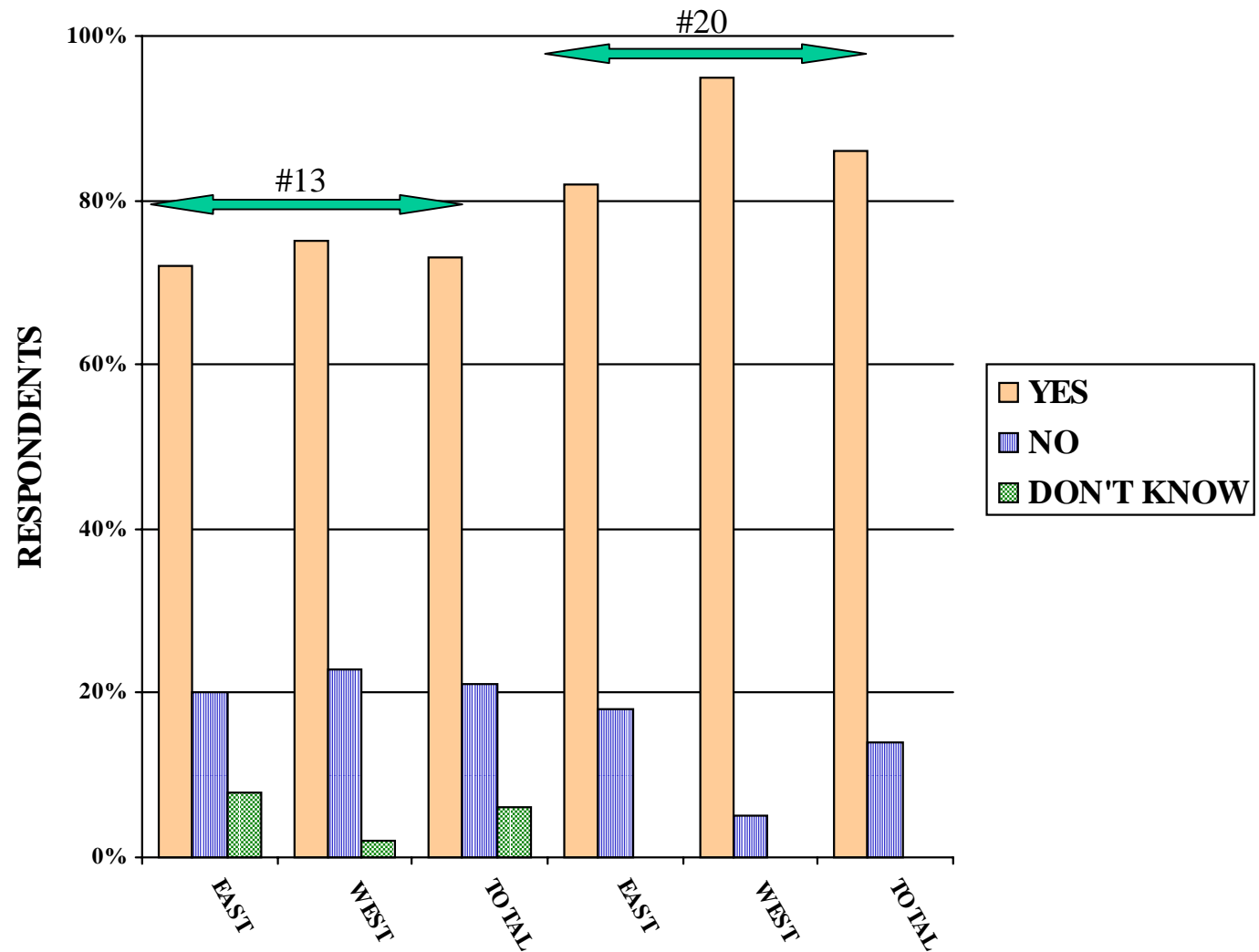
EMPLOYEE KNOWLEDGE

Question #13:

Have you read the Federal Register dated March 24, 1998, entitled: Part IVOPM Proposed Civilian Acquisition Work Force Personnel Demonstration

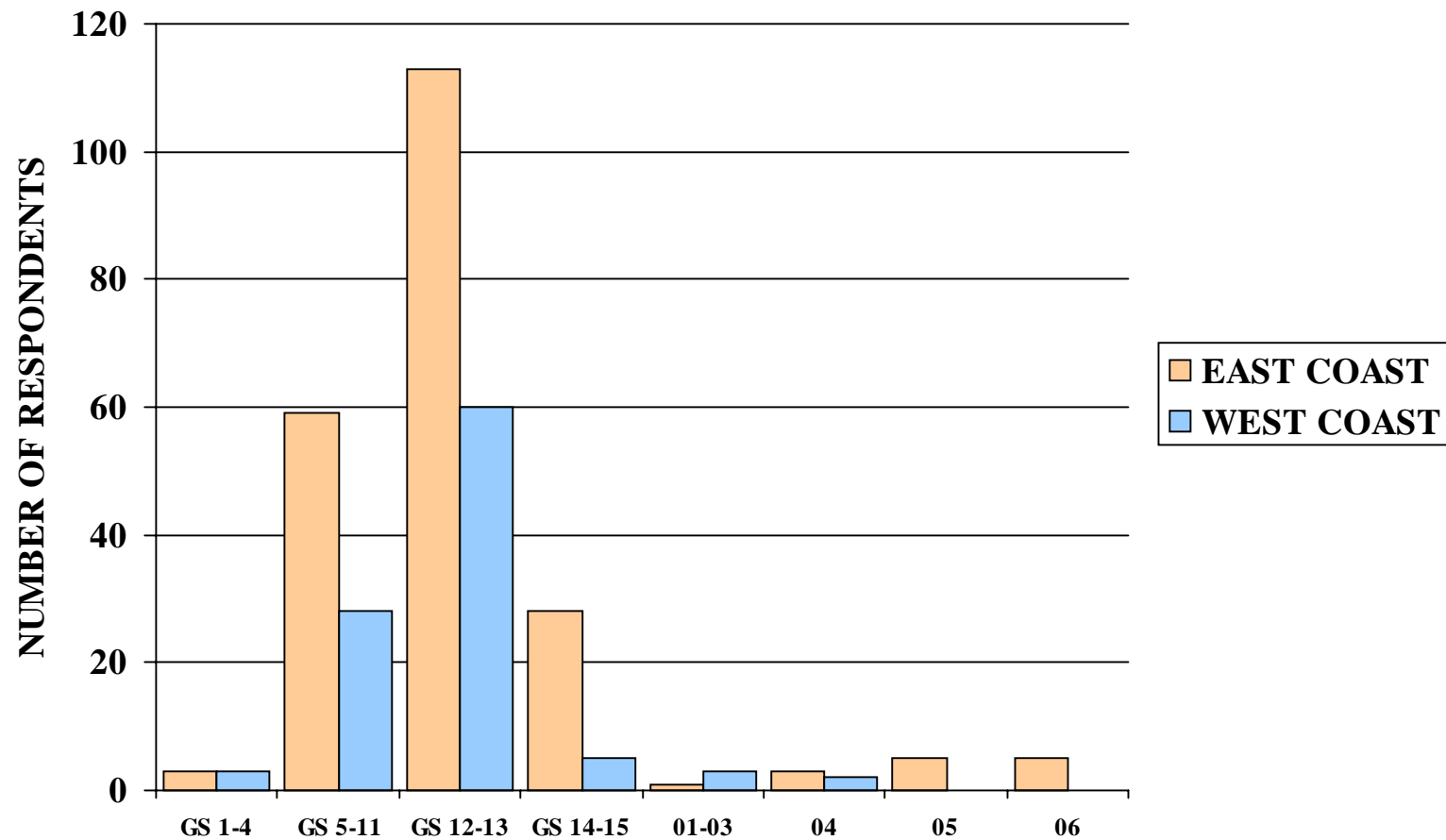
Question #20:

I understand the buy-in salary adjustment that will be determined at the beginning of the proposed CPDP.



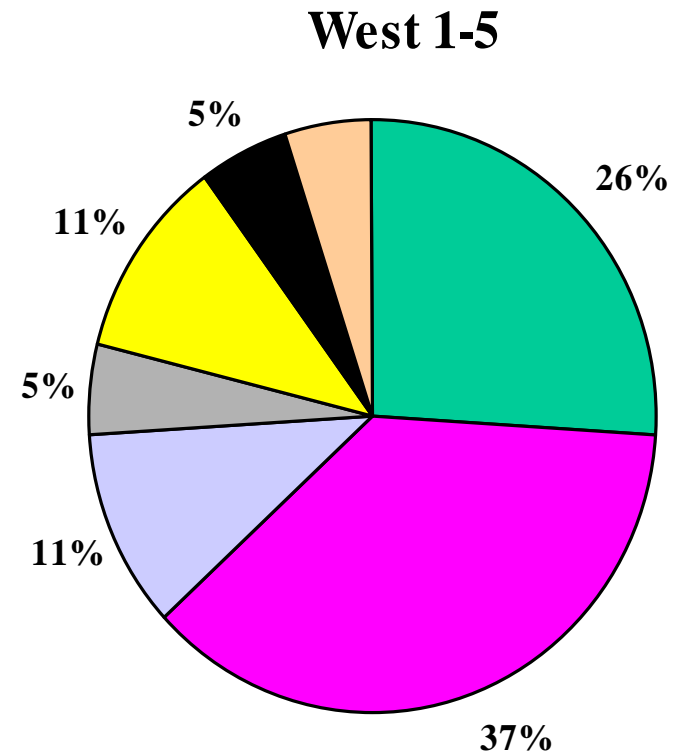
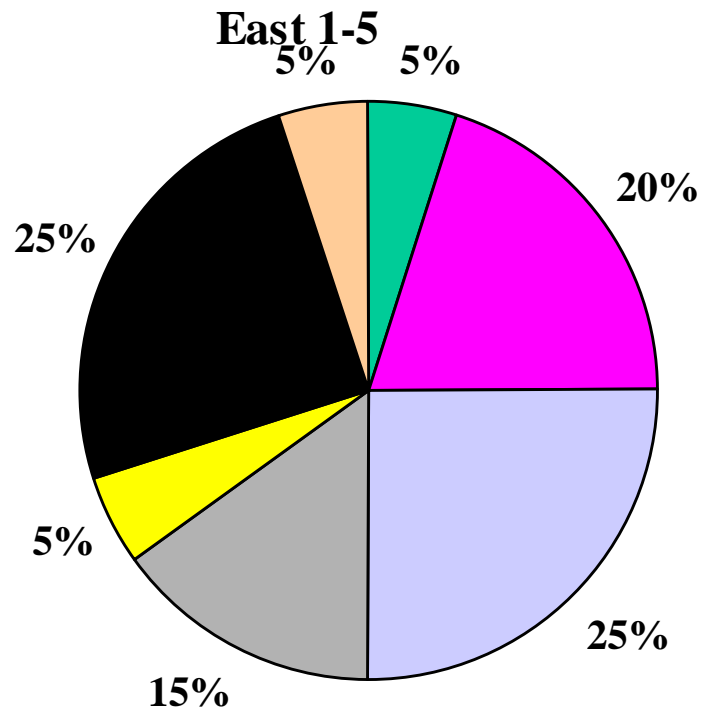


GRADES OF RESPONDENTS



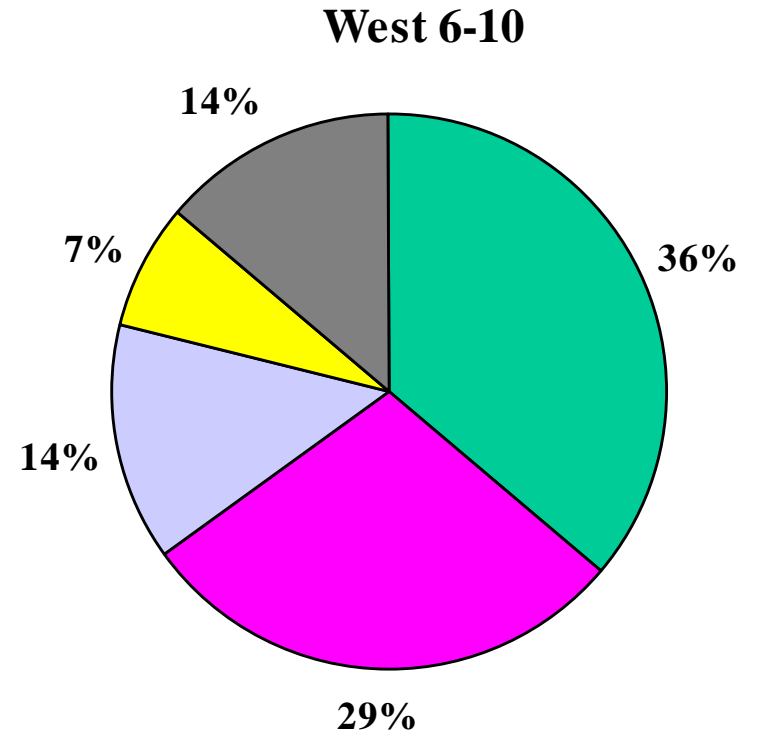
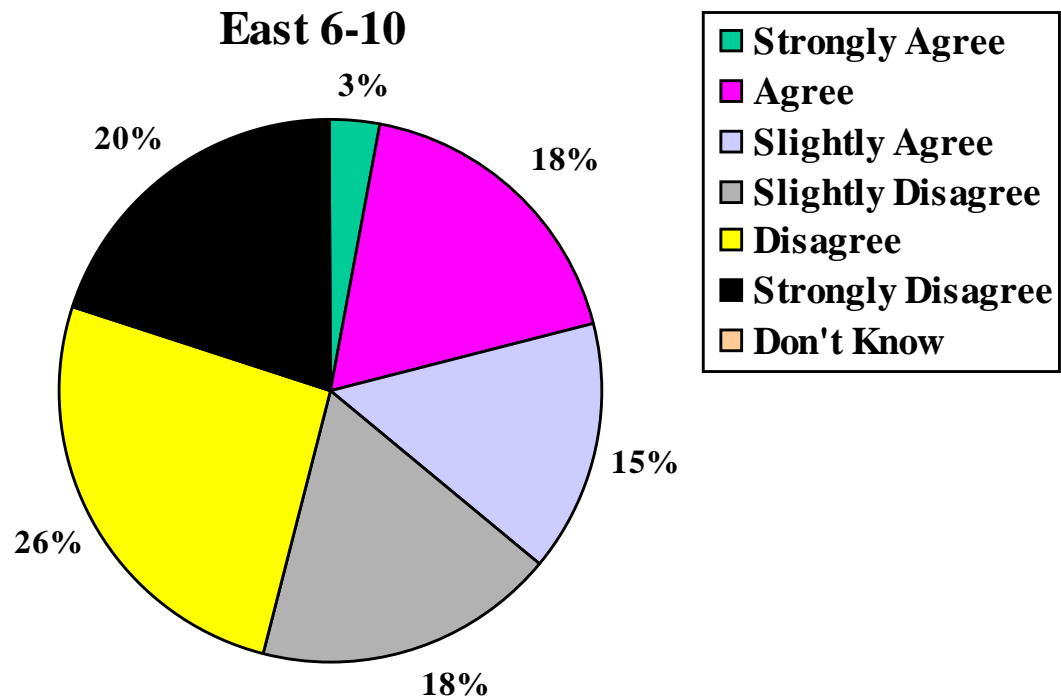


YEARS OF SERVICE (RESPONSES TO QUESTION #23)



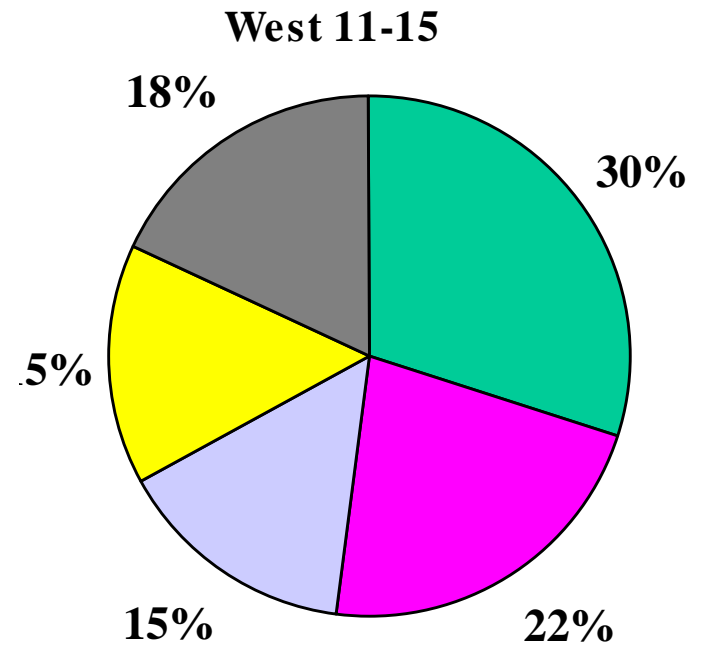
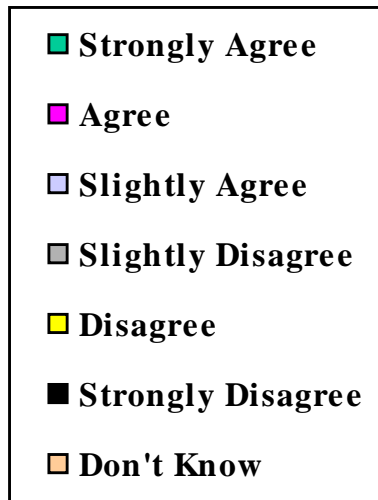
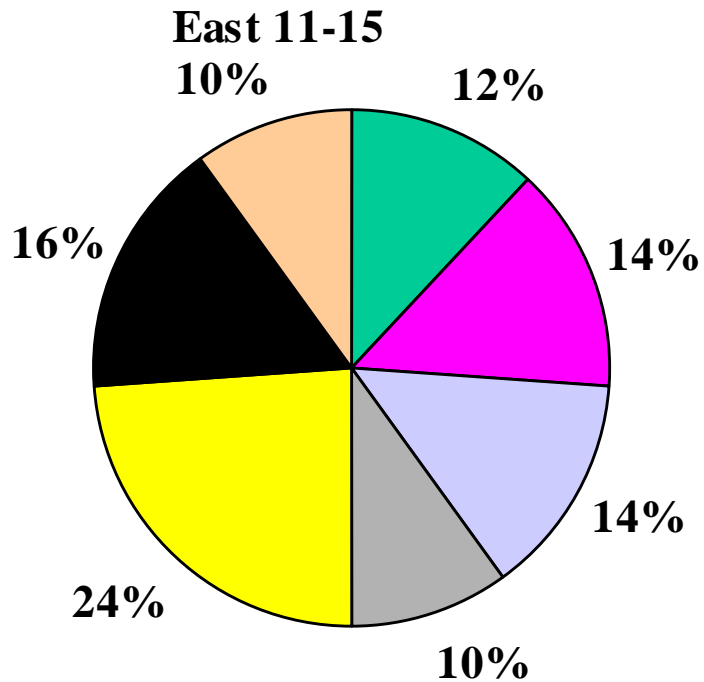


YEARS OF SERVICE (RESPONSES TO QUESTION #23)



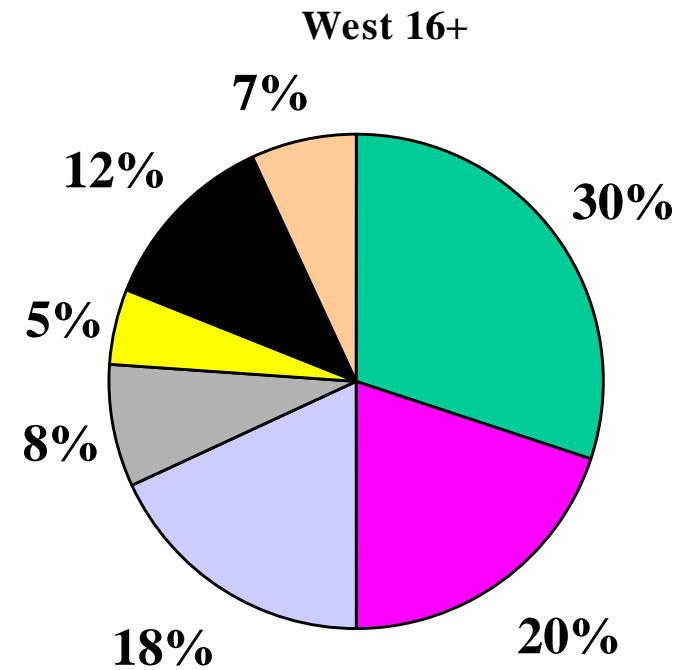
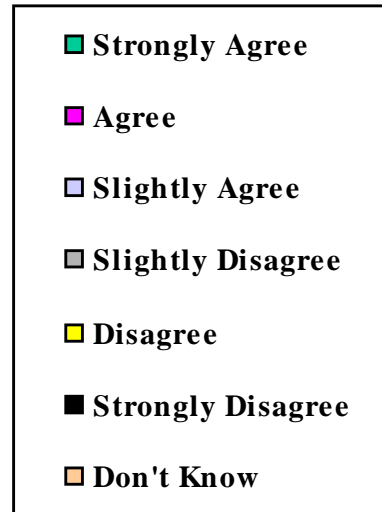
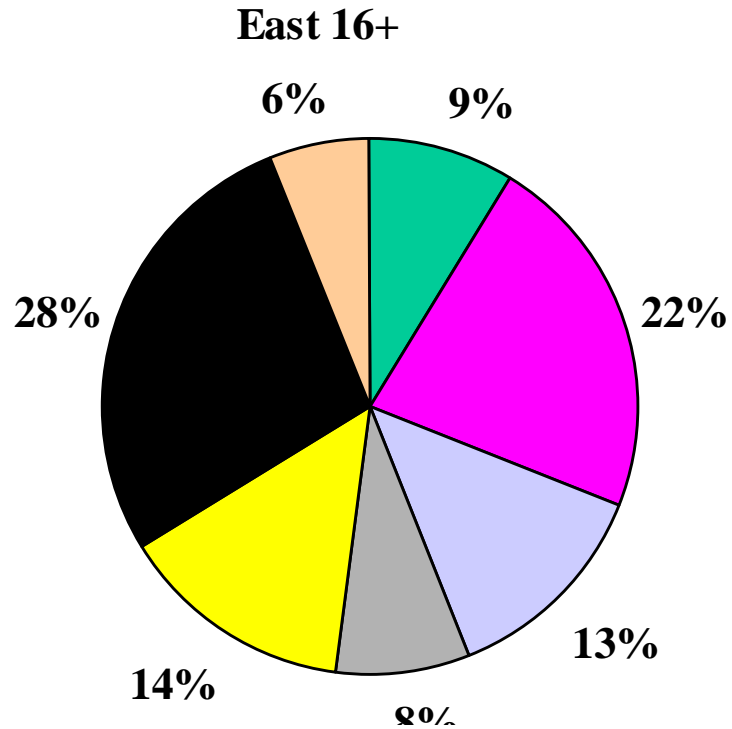


YEARS OF SERVICE (RESPONSES TO QUESTION #23)





YEARS OF SERVICE (RESPONSES TO QUESTION #23)

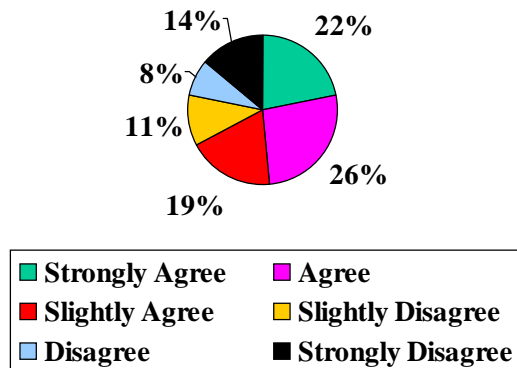




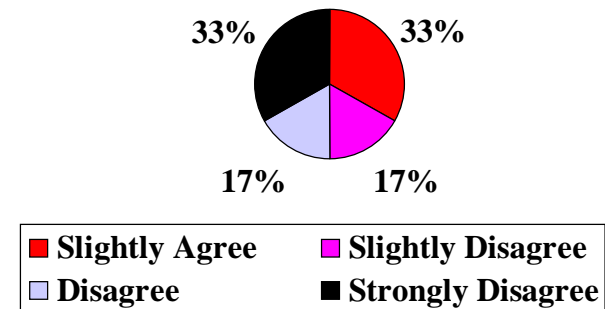
CAREER PATHS EAST COAST

(RESPONSES TO QUESTION #23)

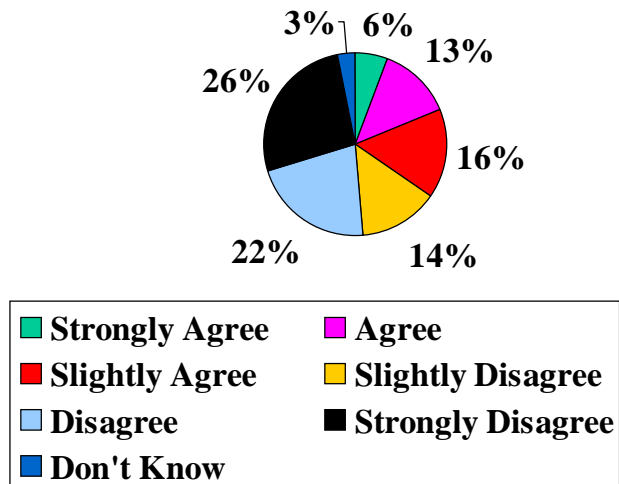
Scientist/Engineer - East Coast



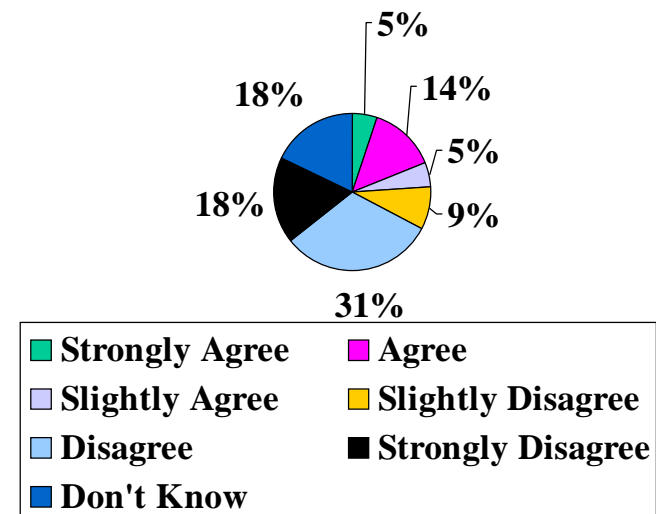
Science/Engineering Technician - East Coast



Administrative - East Coast



Clerical Staff - East Coast

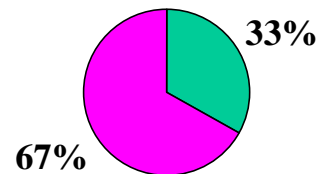




CAREER PATHS EAST COAST

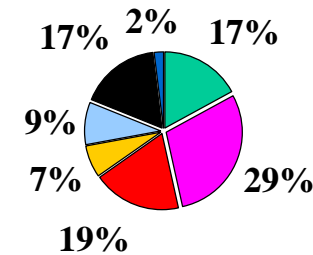
(RESPONSES TO QUESTION #23)

Security - East Coast



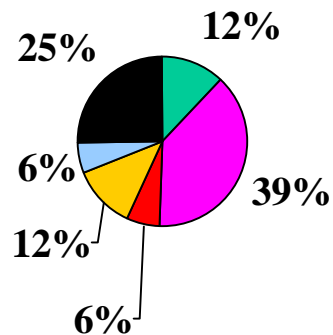
■ Slightly Agree ■ Don't Know

Other Professional - East Coast



■ Strongly Agree ■ Agree
 ■ Slightly Agree ■ Slightly Disagree
 ■ Disagree ■ Strongly Disagree
 ■ Don't Know

Other-East Coast



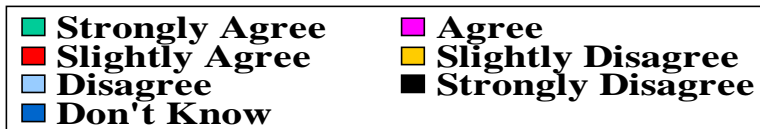
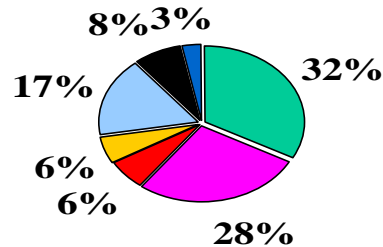
■ Strongly Agree ■ Agree
 ■ Slightly Agree ■ Slightly Disagree
 ■ Disagree ■ Strongly Disagree



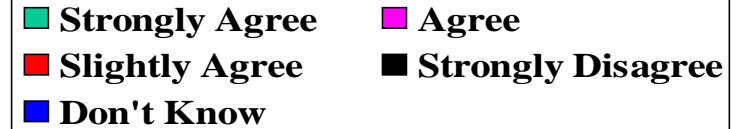
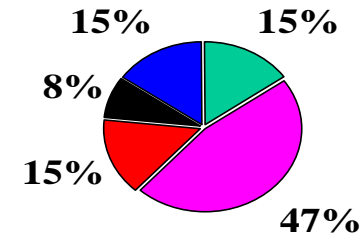
CAREER PATHS WEST COAST

(RESPONSES TO QUESTION #23)

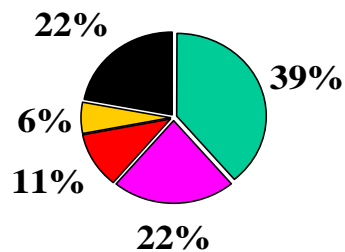
Scientist/Engineer - West Coast



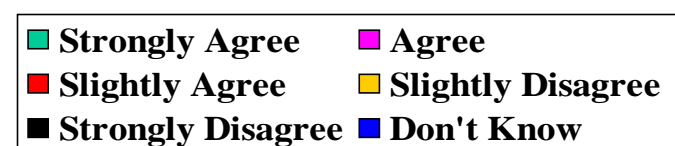
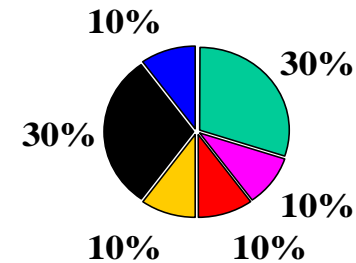
Science/Engineering Technician- West Coast



Administrative - West Coast



Clerical - West Coast

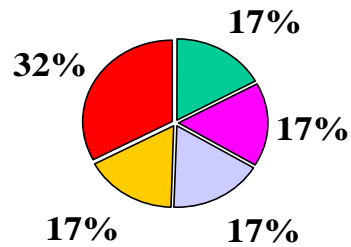




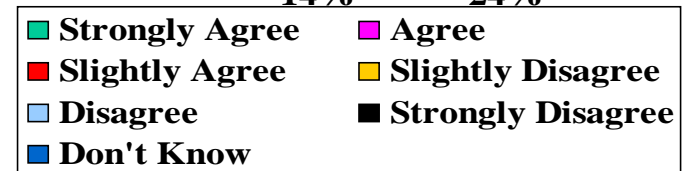
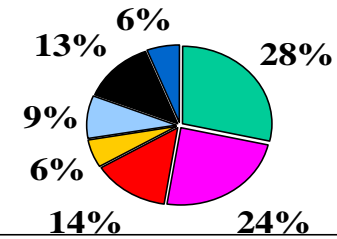
CAREER PATHS WEST COAST

(RESPONSES TO QUESTION #23)

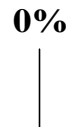
Other Professional - West Coast



Security - West Coast



Other - West Coast





COMMENTS

• COMMENTS RECEIVED	125
– IMPLEMENTATION	52
– CCAS	31
– HIRING/RETENTION	14
– PAYPOOLS	12
– GRIEVANCE PROCEDURES	1
– FUNDING	2
– INCOMPLETE	7
– NOT CATEGORIZED	6



COMMENTS (continued)

- IMPLEMENTATION
 - Incentive for employees to excel
 - Big mistake, will only benefit management
 - Should not hurt anyone that contributes. Go For It!
- CCAS
 - Favorites will get the pay increase
 - Bias in handling contribution awards
 - Any Performance Rating System is subject to the integrity of management
 - Huge step backwards (PARS/PMRS) - corrupt!



COMMENTS (continued)

- **HIRING/RETENTION**
 - Hire/Retain quality employees
 - Streamlining and hiring will require more effort
 - Won't be any easier
- **PAY POOLS**
 - Levels of review subject to personality comparison
 - Establish an oversight committee to monitor pay pool actions
 - Need smaller pay pools
- **GRIEVANCE**
 - Can see many grievances due to politics of our management
- **FUNDING**
 - Constraints



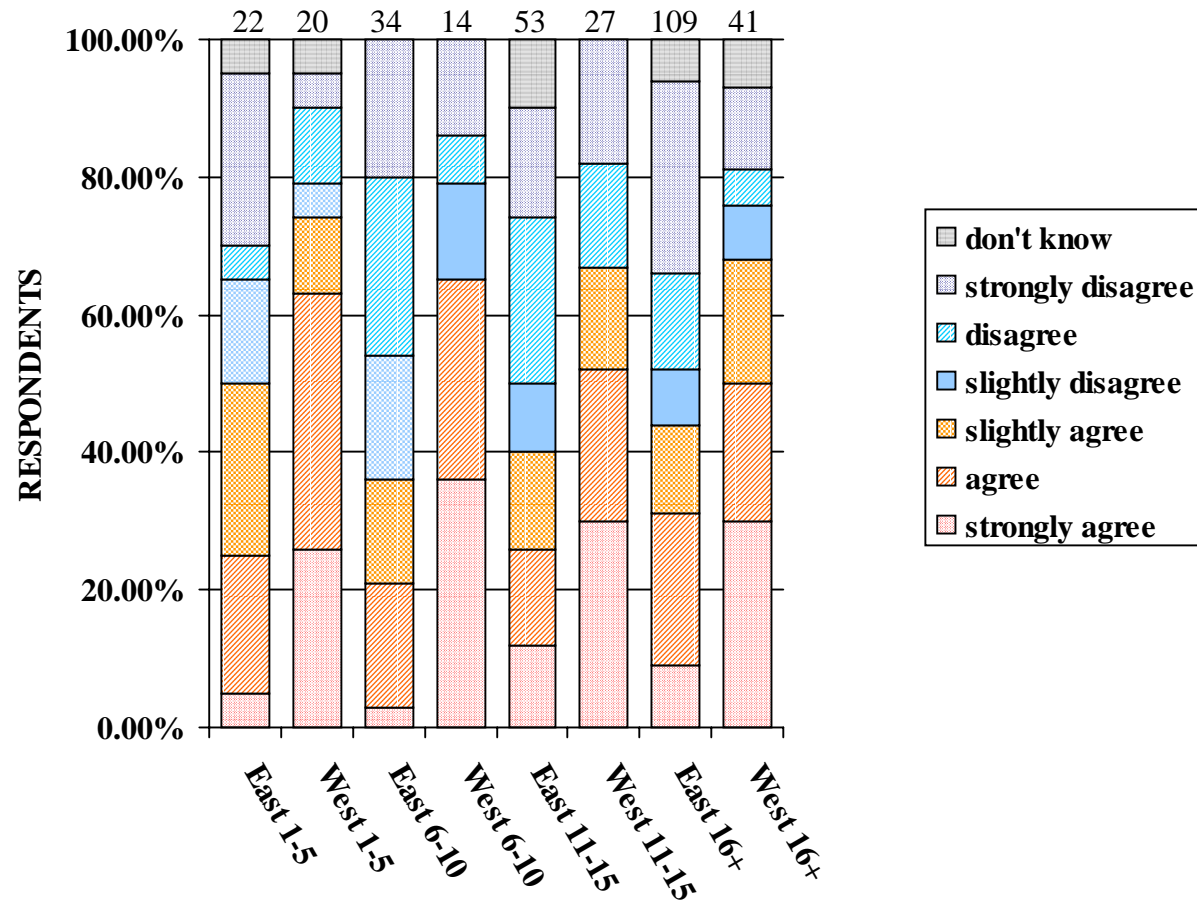
RECOMMENDATIONS

- RECOMMENDATIONS
 - ESC MEMBERS UNANIMOUSLY AGREE TO IMPLEMENT BASED ON SURVEY RESULTS
 - FINAL DECISION BE DELAYED PENDING
 - OSD NEGOTIATIONS (I.E., CHANGE HOUSE LANGUAGE)
 - REVIEW OF REVISED FEDERAL REGISTER (15 JUL 98)
 - FINAL RESULTS BE PUBLISHED



YEARS OF SERVICE

(RESPONSES TO QUESTION #23)





CAREER PATHS

